PROGRAMMER ANALYST II

Characteristics of Work

This is technical work in information technology and data management in which the incumbents are involved in analyzing and evaluating existing applications systems, and designing and developing new or enhanced systems to support the user needs. Incumbents provide acceptable automated systems using a variety of platforms and technologies through the development of logic, coding, and testing of applications programs. Individuals in this family work directly with users to define systems requirements and provide training and assistance in applications.

The Programmer Analyst II is the career level where incumbents are fully qualified to work on all aspects of programming and analysis assignments. They meet with clients to define the requirements for complex enhancements involving multiple programming changes and are then responsible for the complete implementation of these enhancements. Alternatively, they may work on defined subsets of new development with complete responsibility of the design testing and implementation of these subsystems. Typically, their time is equally divided between client needs analysis and programming work. Work products are reviewed by an administrative superior during and after implementation development.

Examples of Work

Examples of work performed in this classification include, but are not limited to, the following:

Performs functional analysis to define and document system requirements based on client needs.

Performs data analysis to document data models for systems.

Designs program modules for new and enhanced systems.

Codes, tests, and debugs complex system modules.

Develops and executes plans for unit, systems, integration, stress and regression testing.

Defines and prepares program documentation information consistent with functional procedures.

Performs related or similar duties as required or assigned.

Essential Functions

Additional essential functions may be identified and included by the hiring agency. The essential functions include, but are not limited to, the following:

1.   Performs systems analysis and design for new applications and/or significant system enhancements.

2.   Develops and maintains complex application programs.

3.   Designs and performs testing of application programs and systems.

4.   Defines and prepares documentation for applications and modifications or enhancements to existing systems.

Minimum Qualifications

These minimum qualifications have been agreed upon by Subject Matter Experts (SMEs) in this job class and are based upon a job analysis and the essential functions. However, if a candidate believes he/she is qualified for the job although he/she does not have the minimum qualifications set forth below, he/she may request special consideration through substitution of related education and experience, demonstrating the ability to perform the essential functions of the position. Any request to substitute related education or experience for minimum qualifications must be addressed to the State Personnel Board in writing, identifying the related education and experience which demonstrates the candidate's ability to perform all essential functions of the position.

Physical Requirements: These physical requirements are not exhaustive, and additional job related physical requirements may be added to these by individual agencies on an as needed basis. Corrective devices may be used to meet physical requirements. These are typical requirements; however, reasonable accommodations may be possible.

> **Light Work:** May frequently walk or stand and/or frequently exert force equivalent to lifting up to approximately 10 pounds and/or occasionally exert force equivalent to lifting up to approximately 20 pounds.

> **Vision:** Requires the ability to perceive the nature of objects by the eye.

> > **Near Acuity:** Clarity of vision at 20 inches or less.
> > **Midrange:** Clarity of vision at distances of more than 20 inches and less than 20 feet.
> > **Far Acuity:** Clarity of vision at 20 feet or more.
> > **Depth Perception:** Three-dimensional vision. Ability to judge distance and space relationships so as to see objects where and as they actually are.
> > **Accommodation:** Ability to adjust focus.

> **Speaking/Hearing:** Ability to give and receive information through speaking and listening skills.

> **Motor Coordination:**
> While performing the duties of this job, the incumbent is regularly required to sit; use hands to finger, handle or feel objects, tools or controls; and reach with hands and arms. The incumbent is frequently required to stand; and walk. The incumbent is occasionally required to climb or balance; and stoop, kneel, crouch, or bend.

Experience/Educational Requirements:

> **Education:**
> A Bachelor's Degree from an accredited four-year college or university in computer science, data processing, business information systems, or a related field;

AND

> **Experience:**
> Two (2) years of directly related experience.

OR

Education:
An Associate's Degree in Applied Science in a Technical Program in an area of Information Technology approved by the IT Professional Development Committee;

AND

Experience:
Two (2) years of directly related experience.

OR

Education:
An Associate's Degree from an accredited two-year college in computer science, data processing, business information systems, or a related field;

AND

Experience:
Four (4) years of directly related experience.

OR

Education:
Graduation from a standard four-year high school or equivalent (GED);

AND

Experience:
Six (6) years of directly related experience.

Substitution Statement:

Related education and directly related experience may be substituted on an equal basis.

Possession of an Institute for Certification of Computer Professionals (ICCP) certificate based on successful completion of an examination may be substituted for one (1) year of the required experience. Certificate must be attached.

Interview Requirements

Any candidate who is called to an agency for an interview must notify the interviewing agency in writing of any reasonable accommodation needed prior to the date of the interview.